HRP-02 AA adverse impact analysis.vsd **Human Resources** Process: File: Sub-Process: HRP-02 Conduct AA adverse impact analysis Date: 10/25/2005 Prepared By: IBIS Project Team Page: 1/1 Employee Classification Employee Employee Employee Employee event (ex. Workforce performance Employee **Employee** compensation disciplinary termination training event hire event reclass. layoff event evaluation event event event promotion) event AA Officer Agency Determine Notify agency/ Monitor adverse Report event selection rate from Selection rate of Collect employee responsible party Is corrective trigger to DAA, minority, gender or disability impact analysis counterpart group demographic data to take corrective action needed? with the highest event triggers AAO and others group < 80% ? action rate DAA End End Agency Systems Agency Databases/ Employee Reports (ex. demographics applicant flow data) Enterprise Layoff Activity system Reports or WiscJOBS **PMIS** Other Internal Reports